

THOMAS H. ADAMS

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Resume

Summary:

I have extensive management experience in the construction materials industry in a variety of areas including sales; marketing; technical services (including quality control/quality assurance; and troubleshooting), operations; product development and promotion; financial management; training and education; and business and strategic planning. I have been an active participant in the trade and technical organizations relevant to the industry on national, state, and local levels. My background includes service as a director and officer of a number of associations. I have participated as a speaker and trainer for numerous conferences and seminars. During my employment as COO of the Michigan Concrete Association I was directly involved with legislative and regulatory agencies dealing with business tax relief, trucking regulation, and environmental issues. While employed at the American Concrete Institute, I gained further national exposure as well as exposure to international markets. Recently I have been engaged in regulatory affairs at the federal and state level with both governmental and non-governmental entities. Because of the breadth of my experience, industry knowledge, and broad personal contacts and relationships, I believe I am qualified for the position of Executive Vice President of the American Concrete Institute.

Employment History

Currently: Executive Director, **American Coal Ash Association**, Aurora, Colorado

Responsibilities in this position include routine administrative oversight of a staff of four persons and numerous consultants in support of the association's mission to promote the beneficial use of coal combustion products. Specific management responsibilities include finance, human resources, meeting planning and execution, publications, membership recruitment and retention, government relations, industry relations, international relations, and university relations.

During my tenure as ACAA executive director I have had to dedicate significant resources toward federal efforts to create regulations for disposal of coal combustion residues (CCRs). This effort has serious implications for those who are interested in recycling CCRs into a wide variety of products including cement and concrete. This issue has required engagements with numerous federal agencies and offices including the Environmental Protection Agency, Office of Management and Budget, Federal Highway Administration, Department of Agriculture, Department of the Interior, and the Small Business Administration. Outreach efforts have been directed at the American Concrete Institute, ASTM International, and the American Association of State Highway and Transportation Officials. In addition, I have been actively engaged in an ad hoc coalition of over 25 stakeholders including the American Concrete Pavement Association, American Public Power Association, Edison Electric Institute, National Mining Association, Portland Cement Association, National Ready Mixed Concrete Association, National Rural Electric Cooperative, Utility Solid Waste Activities Group and others.

2003 to 2009

Manager, Professional and Career Development, **American Concrete Institute** and Executive Director, **American Shotcrete Association**, Farmington Hills, Michigan.

As Manager of Professional and Career Development I am responsible for planning and organizing international conferences, developing educational programming, overseeing fellowship and scholarship programs, and strengthening the bonds of ACI and its local chapters. In 2003, I toured Latin America with a team of design professionals presenting seminars in 6 countries. In 2005 I served as symposium secretary for the Seventh International Symposium on Utilization of High-Strength/High Performance Concrete. I organized and moderated a roundtable meeting of ACI chapters from Asia, Europe, and the Middle East in Athens, Greece in 2007 and Bangkok, Thailand in 2005, and for Latin American Chapters in Mexico City in June, 2006.

ACI, through its Creative Association Management subsidiary, manages other trade groups including the American Shotcrete Association. As Executive Director, I am responsible for oversight of daily administration, publication of a quarterly association magazine promoting shotcrete, meeting planning, development and implementation of the association's strategic plan, and interfacing with the ASA Executive Committee, Board of Directors, and other committees. I represent the association at various industry events and groups such as ASTM International, Hanley Wood's World of Concrete cosponsors, the Concrete and Masonry Related Associations (CAMRA), and the International Spa & Pool Expo.

2001 to 2002

Director of Business Development and Strategic Planning, **Clawson Concrete Company**, Wixom, Michigan.

Duties included analysis of market conditions and economic trends, analysis of competitive conditions (both inside the concrete industry and from external sources), developing market forecasts for business plans, generation of business plans, researching and advising corporate management on opportunities for mergers and acquisitions, advising quality control department as required, troubleshooting product performance issues, advising corporate management on capital projects, supervising special product-related projects, and representing the company in various trade organizations including the American Concrete Institute (ACI), the American Society for Testing and Materials (ASTM), the National Ready Mixed Concrete Association (NRMCA), and the Michigan Concrete Association (MCA).

1997 to 2001: Director of Marketing and Sales, **Clawson Concrete Company**, Wixom, Michigan.

Duties included supervising sales and quality control activities, supervising 10 sales and quality control employees, managing credit and collection activity, developing marketing and business plans, developing budgets, credit and collection oversight, oversight of product development, central dispatch oversight, selecting vendors, troubleshooting product performance issues, researching and analyzing market and competitive conditions, advising corporate management on equipment acquisition programs, advising corporate management on merger and acquisition issues, representing the company in various trade organizations including the ACI, the ASTM, the NRMCA, and the MCA.

During my tenure in this position, sales volume increased by 57%. The company experienced profitable years for the first time in almost a decade.

Clawson Concrete Company, a division of the Edward C. Levy Company, is a ready mixed concrete producer with 2002 annual sales exceeding \$40,000,000.00.

1993 to 1997: President, **Michigan Concrete Association**, Lansing, Michigan.

As chief operating officer duties included responsibility for daily operations of the trade association representing ready mixed concrete suppliers, suppliers to the concrete industry, consultants, and contractors. In addition to routine administration, duties included development of business plans and budgets, management of concrete promotion programs, development and implementation of certification training schools, development and execution of certification exams, development of membership meetings and programs, presentation of training programs, membership recruitment, lobbying functions with the state government, development and implementation of product marketing plans, liaison with various owner and contractor groups including the Michigan Department of Transportation, the Federal Highway Administration, the County Road Association of Michigan, the Michigan Department of Environmental Quality, the Michigan Construction Users Council, the Michigan Home Builders Association, the Associated Concrete Contractors of Michigan, the Michigan Road Builders Association, the Michigan Chapter of the Associated Builders and Contractors, and represent the MCA in various trade associations including the ACI, the ASTM, the NRMCA, and the Aggregate and Concrete Executives.

During my tenure as MCA President, the association was successful in securing an Industrial Processing Exemption for ready mixed concrete mixer trucks and association repair parts, obtaining an off-road fuel tax credit for mixer trucks, and establishing a model stormwater permit for the ready mixed concrete industry.

1984 to 1993: General Sales Manager, **Grand Rapids Gravel Company**, Grand Rapids, Michigan

Duties included supervision of sales staff activities, oversight of quality control activities, managing credit and collection activity, development and implementation of marketing plans, troubleshooting, concrete promotion, making presentations on technical and marketing topics, product development and introduction, and represent the company in trade associations including the ACI, the NRMCA, the MCA, and various local trade groups.

Grand Rapids Gravel Company is a manufacturer of ready mixed concrete and sand and gravel with 1993 annual sales of \$20,000,000.00.

1978 to 1984: Sales and Technical Service Representative, **Ernst Concrete & Supply Company**, Warren, Michigan.

Duties included sales responsibility for one ready mixed concrete plant, technical service responsibility for three plants, concrete promotion, product development, troubleshooting, credit and collection responsibility, and represent the company in various trade associations including the ACI, the ASTM, the MCA, and various local trade groups.

1973 to 1978: Engineering Technician, **Oakland County Road Commission**, Pontiac, Michigan.

Duties included testing of concrete, asphalt, and soils for road construction projects. Off-season assignments included work in the surveying, design, and planning departments.

1970 to 1973: Engineering Technician, **Michigan Testing Engineers**, Detroit, Michigan.

Duties included testing of concrete, asphalt, and soils on various types of construction projects.

Industry Activities

National Ready Mixed Concrete Association

- Member, Board of Directors 2000 to 2002
- Former Vice Chairman, Research, Engineering, and Standards Committee, member since 1980
- Member, Educational Activities Committee
- Member, Promotion Committee
- Assisted in the development of the Certified Sales Representative Program
- Speaker, Troubleshooting and Short Courses

American Concrete Institute

- Founding Member Committee 330, Parking Lots
- Former Member Committee 345, Bridge Maintenance
- Former Member Committee 332, Residential Concrete
- Former Staff Liaison to the Chapter Activities Committee
- Former Staff Liaison to the Scholarship Council and ACI Foundation
- Member, Committee 232, Fly Ash and Natural Pozzolans
- Member, Committee 130, Sustainability of Concrete
- Member, Committee 229, Controlled Low Strength Materials
- Member, Board Advisory Committee on Sustainable Development
- Past President of the Greater Michigan Chapter
- Chairman of the Social Activities Committee for the Spring, 2002 Convention
- Past Member of the West Michigan Chapter
- Member of the Rocky Mountain Chapter

ASTM International

- Member C09, Concrete and Concrete Aggregates
- Member, C09.24, Supplementary Cementitious Materials
- Member C09.40, Ready Mixed Concrete
- Member C09.60, Testing Fresh Concrete
- Member C9.46, Shotcrete
- Member C9.60 Testing Strength

Michigan Concrete Association

- Chairman of the Board of Directors, 1989-1990
- Chairman, Technical and Specifications Committee
- Member, Promotion Committee
- Speaker for MCA programs on technical, operational, and marketing issues
- Instructor and Proctor for certification programs

Education and Training

Attended Frank Cody High School, Detroit, Michigan, graduated in top twenty percent, college preparation curriculum.

Attended Wayne State University, Detroit, Michigan and Aquinas College, Grand Rapids, Michigan, studying Business Administration.

Certified Level II Concrete Technician by the Michigan Concrete Association 1977 - 2005.

Certified Sales Professional by the NRMCA.

Proficient in Microsoft Office tools.

Personal

Married, two children.

Active in a variety of church activities; ordained Elder in Presbyterian Church (USA).

Enjoy golf, reading, and politics as pastimes.

References

References will be provided upon request.

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